



**VETPASS**

**Modern Slavery Statement**

**Financial Year Ended: 31<sup>st</sup> July 2021**



## **Introduction**

This Modern Slavery and Human Trafficking Statement relates to actions and activities during the fiscal year to 31<sup>st</sup> July 2021.

The statement sets down the VETPASS group of companies' commitment to preventing slavery and human trafficking in our business activities and the steps we have put in place with the aim of ensuring that there is no slavery or human trafficking in our own business and supply chains. We all have a duty to be alert to risks, however small. The Group expects staff to report any concerns and management to act upon them.

## **Organizational structure and supply chains**

This statement covers the business activities of the VETPASS Group of companies' including the development and marketing of online social media and veterinary products and solutions for pet owners and veterinarians globally.

The Group provides its services globally but primarily in English-speaking countries.

The Group sources professional services (Financial, Risk Management, IT Development, IT Support, Data Cleansing/Analysis, and Veterinary Services) from suppliers in the following countries: Australia, Canada, Egypt, Greece, India, Ireland, New Zealand, Pakistan, South Africa, United Arab Emirates, United Kingdom, and the United States of America.

The Group uses a risk management assessment process reviewed at regular intervals by management, Executive Directors, and the main Board.

The Group also assesses itself independently using the Modern Slavery and Human Trafficking Online Framework established by the UK Government.

The Group's Assessments in the fiscal year to July 2021 did not identify any high-risk activities.

Responsibility for the Company's anti-slavery initiatives rests with the Executive Directors.

## **Training**

To ensure a good understanding of the risks of modern slavery and human trafficking in our business and supply chains, the Group requires Executive Directors to complete bi-annual training courses.

## Policies

The Group is committed to ensuring that there is no modern slavery or human trafficking in our business or our supply chains. This Statement affirms our intention to act ethically in our business relationships and is supported by our Corporate Social Responsibility, Employee Code of Conduct, and Whistleblowing Policies.

## Due Diligence Processes for Slavery and Human Trafficking

The Company undertakes due diligence when considering taking on new suppliers, and regularly reviews its existing suppliers. The Company's due diligence process includes building long-standing relationships with suppliers and making clear our expectations of business partners and evaluating the modern slavery and human trafficking risks of each new supplier and invoking sanctions against suppliers that fail to improve their performance in line with an action plan provided by us, including the termination of the business relationship.

## Performance indicators

The Group uses its internal Risk Management Process and Key Performance Indicators (KPIs) to measure how effectively we ensure slavery and human trafficking is not taking place in any part of our business or supply chains including ensuring that all suppliers meet applicable minimum wage requirements.

The Board of Directors endorses this Modern Slavery and Human Trafficking Statement, and is fully committed to its implementation, regular review and updating, as necessary.

This Modern Slavery and Human Trafficking Statement, dated 1<sup>st</sup> July 2021 is approved and authorized by:



**Damian Kissane**

